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Health and Social Service Personnel Working In Alberta, 1988

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HEALTH AND SOCIAL SERVICES
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HEALTH AND SOCIAL SERVICE PERSONNEL WORKING IN ALBERTA, MARCH 31, 1988

Alberta Health and Social Services Disciplines Committee
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INTRODUCTION

The Alberta Health and Social Services Disciplines Committee conducted its thirteenth survey of health care and social service employers on March 31, 1988. This survey is carried out annually to gather information on human service personnel working in Alberta. The information is used in planning for training and manpower needs.

This report describes the purpose of the survey, the methodology, the data collected, and summarizes the findings. More detailed information on specific occupations or employment settings may be obtained from the Alberta Health and Social Services Disciplines Committee.

PURPOSE AND OBJECTIVES

The purpose of this survey was to get as complete a picture as possible of employment in health care and social services in Alberta. To do so, three main areas were examined: permanent employment; contract/casual/temporary/relief employment; and difficulties in recruiting personnel.

The objectives of the survey were:

- to determine the total number of permanent full-time and permanent part-time employees in all health care and social service occupations as of March 31, 1988;

- to determine the total number of vacant permanent full-time and permanent part-time positions in all health care and social service occupations as of March 31, 1988;

- to determine the total number of resignations from permanent full-time and permanent part-time positions in all health care and social service occupations in the 12 months preceding March 31, 1988;

- to determine the total number of contract/casual/-relief/temporary personnel in health care and social service occupations and the average number of hours these employees worked during the twelve months preceding March 31, 1988;

- to determine the occupations for which employers expect to encounter recruitment problems and why these problems are likely to occur.

METHODOLOGY

All organizations or agencies employing personnel in the health care or social service fields, except physicians' offices, were identified and organized into employer groups or employment settings. This year's survey was expanded to include day care centres as one of the employer groups. Each employer was mailed a package containing a survey questionnaire, a covering letter and a pre-stamped, addressed return envelope. Mailing took place the week of March 21-25, 1988. The stated deadline for return was May 1, 1988. In general, agencies which had not responded by May 16 were contacted in one of two ways:

- those located outside Edmonton or Calgary were mailed a follow-up letter and a second questionnaire during the week of May 16-20;

- those located within Edmonton or Calgary were called by telephone and the information was obtained verbally.

Telephone contacts were made with all agencies which failed to respond to initial follow-up procedures and information was solicited by phone.

All questionnaires had the same format with some variations for three employer types: ambulance operators, day care centres, and post-secondary institutions. The questionnaires consisted of three sections:

Section A - sought the number of permanent full-time and part-time personnel,[1] vacant positions, and resignations.

Although the format of the questionnaires was the same, the list of occupations in this section was tailored to the employer type, for example, questionnaires for community pharmacies requested data on different occupations than questionnaires directed to dentists' offices.

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[1]Section A of the questionnaire for ambulance operators requested this information for "paid" and volunteer workers.

Section B - sought data on contract, casual, temporary and relief personnel.[1] Individuals in this category were not part of the employer's permanent staff but were employed on a temporary or relief basis. They may have been self- employed, hired through an agency or by the employer on an hourly or contractual basis.

Section C - sought information on employers' recruitment difficulties.[2]

A total of 127 occupations were defined for this survey according to duties, level of education or training, and in cases of reserved titles, registration with appropriate governing bodies. The definitions used in the 1988 survey were the same as those used in 1987 with a few exceptions. In some cases, changes were necessary to comply with legislative definitions. In other instances, they were desirable to more accurately reflect current practices or to meet the objectives of the survey. The following is a list of the substantive changes made to the definitions:

Administration Staff (Clerical) - This category of support worker was redefined to include only individuals who provided direct support to those working in the health and social service area.

Administrators - A new category was included for managers, program coordinators, senior supervisors and other professional staff whose primary responsibility was program administration and who did not fall into other categories.

Day Care Directors, Child Care Workers (in day care centres) - New categories and definitions were added to the survey to accommodate employees of day care centres.

Psychologists, Psychological Assistants - These categories were restricted to individuals registered with the Psychologists Association of Alberta.

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[1]Section B was omitted from questionnaires for day care centres, post-secondary institutions and ambulance operators. A substitute for Section B was included in the questionnaire for day care centres. It sought information on the educational qualifications and experience of the employees.

[2]Section C was omitted from questionnaires for day care centres.

Other Psychological or Social Counsellors - This was a new category intended for individuals who did not fall into other defined psychological or social service occupations.

Recreation Therapists - This category was restricted to graduates of Recreation Therapy diploma programs.

Rehabilitation Practitioners - This category was restricted to graduates of a certificate or diploma program in rehabilitation services.

FINDINGS

RESPONSE RATE

Of the 5,386 employers contacted, information was collected from 5,300 for an overall response rate of 98.4 percent. Response rates for each employer group and the overall survey are shown in Table 1.

COMPARISON OF 1987 AND 1988 PERMANENT EMPLOYMENT BY OCCUPATIONAL CATEGORIES

The occupations surveyed were aggregated into 17 occupational groups, including one for supervisory and administrative support employees, and another for health and social service personnel not classified elsewhere. A summary of the findings for full-time and part-time personnel for 1987 and 1988 is presented in Table 2.

In comparing the two years, the following overall observations can be made:

- The total number of employees for the occupational categories increased from 71,478 in 1987 to 76,330 in 1988. The increase was largely due to the inclusion of day care centres which were not surveyed in 1987. A total of 5,776 individuals were employed in these settings. If day care personnel were excluded from the total, there would have been an overall decrease of 1.3 percent in total personnel reported employed. In accounting for this reduction, one can see a large decrease - 17.4 percent - in the number of persons reported working in the administrative category. The drop was likely a result of the change in the definitions used: clerical support workers now included only those individuals providing support for other occupations in health care and social services. Other categories which showed a decrease in the number employed were ambulance personnel (-6.7 percent), and nursing personnel (-1.8 percent). In addition, the miscellaneous or "other" category was reduced substantially (-18.5 percent). All other occupational categories showed an increase in the number reported employed.

TABLE 1

Rates of Response by Employer Group/Employment Setting

Employer Group/Employment Setting	Number of Responses	Number of Potential Responses	Response Rate (%)
Active Treatment Hospitals (0 - 25 beds)	29	30	97%
Active Treatment Hospitals (26 - 49 beds)	47	47	100%
Active Treatment Hospitals (50 - 99 beds)	29	29	100%
Active Treatment Hospitals (100 - 299 beds)	14	14	100%
Active Treatment Hospitals (300 or more beds)	9	9	100%
Active Treatment Hospitals (Psychiatric)	2	2	100%
Auxiliary Hospitals	72	72	100%
AADAC/FCSS[1]	150	151	99%
Ambulance Operators	122	123	99%
Community Pharmacies	653	655	99%
Correctional Institutes	64	64	100%
Day Care Centres	598	647	92%
Dental Laboratories	80	81	99%
Dentists' Offices	867	871	99%
Denture Clinics	157	158	99%
Department of Social Services	100	100	100%
Dept. of Community and Occupational Health	73	73	100%
Group Homes	111	111	100%
Health and Social Service Agencies	317	322	98%
Health Units	135	135	100%
Indian Affairs/Health and Welfare Canada	40	40	100%
Industrial/Occupational Health Firms	28	28	100%
Medical Clinics	274	278	99%
Medical Laboratories	165	167	99%
Nursing Homes	88	88	100%
Ophthalmic Dispensers	192	192	100%
Ophthalmologists	51	53	96%
Optometrists	172	175	98%
Physiotherapists in Private Practice	139	141	99%
Post-Secondary Institutions	57	57	100%
Psychologists in Private Practice	320	328	98%
School Boards	145	145	100%
Totals	5,300	5,386	98.4%

[1]AADAC - Alberta Alcohol and Drug Abuse Commission
FCCS- Family and Community Support Services

TABLE 2

Number and Percentage of Personnel Employed
on a Full-time and Part-time Basis, by Occupational Groups,
March 31, 1987 and 1988

Occupational Group	1987					1988				
	Full-Time	%	Part-Time	%	Total	Full-Time	%	Part-Time	%	Total
Ambulance Personnel	1,241	57%	940	43%	2,181	911	45%	1,124	55%	2,035
Child/Youth Care Personnel	1,328	84%	260	16%	1,588	1,323	77%	398	23%	1,721
Correctional Personnel	1,545	97%	50	3%	1,595	1,698	97%	59	3%	1,757
Day Care Personnel	–	–	–	–	–	4,693	81%	1,083	19%	5,776
Dental Personnel	2,641	79%	720	21%	3,361	2,763	78%	800	22%	3,563
Diagnostic/Therapeutic Personnel	3,635	73%	1,345	27%	4,980	3,621	72%	1,430	28%	5,051
Dietary Personnel	1,935	50%	1,917	50%	3,852	1,883	49%	1,980	51%	3,863
Eye Care Personnel	734	81%	176	19%	910	779	79%	205	21%	984
Health Records Personnel	561	76%	180	24%	741	554	73%	208	27%	762
Nursing Personnel	16,349	60%	10,705	40%	27,054	15,855	60%	10,703	40%	26,558
Pharmacy Personnel	1,599	66%	816	34%	2,415	1,656	66%	864	34%	2,520
Psychological Personnel	622	64%	354	36%	976	914	67%	462	33%	1,376
Public Health Personnel	243	68%	115	32%	358	291	73%	109	27%	400
Rehabilitation Therapy Personnel	4,492	77%	1,346	23%	5,838	4,556	75%	1,516	25%	6,072
Social Service Personnel	3,006	65%	1,609	35%	4,615	3,124	65%	1,690	35%	4,814
Administrative Personnel	7,033	72%	2,707	28%	9,740	6,137	76%	1,903	24%	8,040
"Other" Personnel	996	78%	278	22%	1,274	752	72%	286	28%	1,038
Totals	47,960	67%	23,518	33%	71,478	51,510	67%	24,820	33%	76,330

- The overall percentages of full-time and part-time personnel remained unchanged at 67 percent full-time and 33 percent part-time.

  Ambulance, dietary, and nursing had a significantly higher proportion of part-time employment than the average in 1988.

Changes were noted for the following specific occupational categories:

Ambulance Personnel: The results indicate a marked decrease in the number of full-time personnel. Employers advised the questionnaire used in 1987 was confusing and the findings would be suspect. In 1988, the form was redesigned to incorporate their suggested changes. Volunteers were classified as part-time employees which accounts for the drop in number of full-time employees. In addition, the number of volunteers reported decreased substantially countered by an increase in "paid" employees.

Child/Youth Care Personnel: The total number of personnel in these occupations increased significantly due almost entirely to a large increase in part-time positions. The percentage of part-time employees increased from 16 percent in 1987 to 23 percent in 1988 (138 individuals).

Nursing Personnel: (includes registered nurses, nursing assistants, psychiatric nurses, graduate nurses, mental deficiency nurses, and "other" nursing staff such as nursing attendants). The number of registered nurses increased by 1.5 percent. However, the number of "other" nursing staff decreased by 13 percent. The "other" category accounted for 20 percent of all nursing personnel in 1987 and 18 percent in 1988. The decrease in nursing personnel occurred almost entirely in the number of full-time employees. However, these positions may have been replaced by contract or casual staff.

Psychological Personnel: The number of employees in this category showed a marked increase for 1988 in both full- and part-time positions. This increase was due almost entirely to the addition of the category "other psychological or social counsellors/therapists". This new group was established for individuals providing psychological services who did not meet the requirements to use the reserved titles "psychologist" or "psychological assistant".

A complete listing of all occupations surveyed and the summary data for personnel employed on a permanent basis is found in Appendix A, p. 19.

Referring to Appendix A the following observations can be made regarding the findings for specific occupations:

Dental Assistants: The number of personnel with no formal training decreased by 67, or 10.3 percent, while the number of certified dental assistants rose by 132, an increase of 9.6 percent;

Dietitians and Nutritionists: There was an increase of 8.6 percent in the number of full- and part-time employees;

Mental Deficiency Nurses: The increase in number of employees in this category was due largely to many of these individuals being reported as psychiatric nurses in last year's survey;

Ophthalmic Dispensers (Certified and Non-Certified or Apprentices): The number of full- and part-time employees in this category increased by 12.7 percent;

Pharmacy Assistants: The total number of pharmacy assistants employed in community pharmacies increased by 21.3 percent;

Physical Therapists: The total number reported employed increased by 15.3 percent; most of this increase was for full-time rather than part-time employment.

Rehabilitation Practitioners: This category was changed in 1988 to include only graduates of formal certificate or diploma level training. As a result, the total employed in this group decreased by 12.8 percent and employees without formal training were classified as "other" rehabilitation staff or as institutional aides.

Social Workers: The number of social workers with a degree in social work at either a baccalaureate or master's level increased by 12.9 percent, while those with other degrees or diploma level training decreased by 6.2 percent and 6.5 percent, respectively.

EMPLOYMENT BY EMPLOYER CATEGORIES

The survey findings were also examined by employer category. Hospitals and nursing homes employed 43 percent of all personnel working full- or part-time as reported in this survey. Of these employees, 39 percent worked part-time compared with 33 percent for all employers surveyed.

Table 3 is a summary of employment by employer categories.

TABLE 3

Distribution of Personnel by Employer Categories

	EMPLOYEES			
	Full-time	Part-time	Total	% of Total[1]
Acute Care Hospitals	13,798	7,751	21,549	28%
Auxiliary Hospitals	2,900	2,525	5,425	7%
Nursing Homes	2,399	2,594	4,993	7%
Psychiatric Hospitals	1,060	101	1,161	2%
Sub-Total for Hospitals/Nursing Homes	20,157	12,971	33,128	43%
Day Care Centres	4,693	1,083	5,776	8%
Government Departments	4,648	245	4,893	6%
Health and Social Service Agencies	3,262	1,492	4,754	6%
Dental Labs/Clinics/Offices	3,661	1,075	4,736	6%
Medical Labs/Clinics	2,492	1,711	4,203	6%
Community Pharmacies	1,636	1,045	2,681	4%
Health Units	1,625	1,021	2,646	3%
Ambulance Operators	922	1,210	2,132	3%
Correctional Institutes	1,974	76	2,050	3%
Group Homes	1,552	323	1,875	2%
AADAC/FCSS*	984	797	1,781	2%
Post-Secondary Institutions	962	385	1,347	2%
Eye Care Offices	1,028	319	1,347	2%
School Boards	743	336	1,079	1%
Industrial/Occupational Health Firms	404	247	651	1%
Physiotherapists in Private Practice	400	211	611	1%
Psychologists in Private Practice	223	260	483	1%
Indian Affairs/Health and Welfare	144	13	157	1%
Total - All Employer Categories	51,510	24,820	76,330	100%

[1]Percentages are rounded to the nearest whole number.

VACANCIES

Vacancies were examined in relation to full-time equivalent[1] (FTE) positions. The total number of vacancies for all occupations surveyed increased by 625 positions in 1988 (from 1,374 in 1987 to 1,999 in 1988). The overall vacancy rate[1] for all occupations surveyed increased from 2.4 percent to 3.2 percent. A greater number of vacancies for almost all types of registered nurses accounted for more than one-half (51 percent, or 321 positions) of the overall increase in vacant positions. The corresponding increase in vacancy rate for all registered nurses was from 1.7 percent in 1987 to 4.0 percent in 1988. Vacancies in day care centres accounted for another 26 percent of the increase in total vacancies over 1987. There were 161 vacant positions reported in this category.

Table 4 and Figure 1 show the 10 occupations with 50 or more full-time equivalent positions which had the highest vacancy rates in the province, along with the vacancy rate for all occupations surveyed. Figure 2 shows the overall vacancy rates since 1979 when the survey first began.

TABLE 4

Health Care and Social Service Occupations
with the Highest Vacancy Rates in Alberta,
March 31, 1988

Occupation	Established Positions (in FTEs)[2]	Vacant Positions (in FTEs)[2]	Vacancy Rate (%)
Occupational Therapists	338	41	12.0%
Dental Hygienists	534	60	11.3%
RN - Psychiatrics	567	57	10.0%
Physical Therapists	795	68	8.5%
RN - Physicians' Offices/Clinics	460	37	8.1%
Psychological Assistants	92	7	7.9%
Rehabilitation Practitioners	1,246	88	7.1%
Public Health Inspectors	137	9	6.8%
Community Health Representatives	65	4	6.6%
Pharmacists	1,638	103	6.3%
All Occupations Surveyed	62,364	1,999	3.2%

[2] Established positions and vacant positions appear as rounded numbers.

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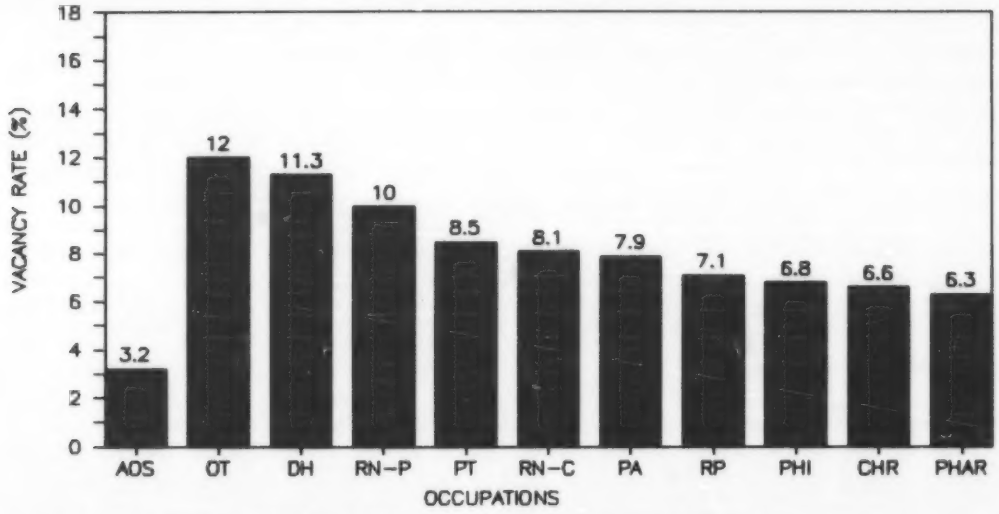
[1] The terms full-time equivalent and vacancy rate are defined in Appendix A, p. 30.

FIGURE 1

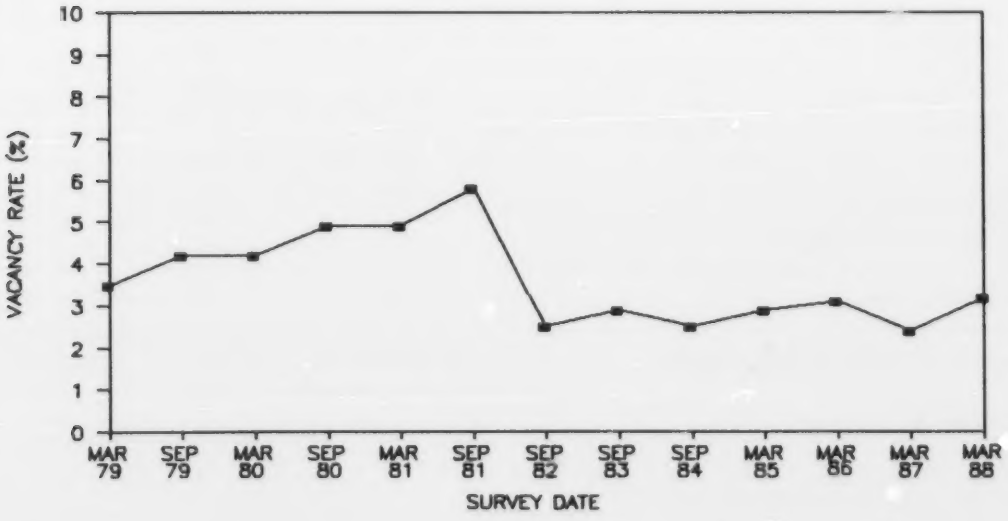
OCCUPATIONS WITH THE HIGHEST VACANCY RATES, ALBERTA, MARCH 31, 1988



AOS – ALL OCCUPATIONS SURVEYED
OT – OCCUPATIONAL THERAPISTS
DH – DENTAL HYGIENISTS
RN-P – RNS (PSYCHIATRIC)
PT – PHYSICAL THERAPISTS
RN-C – RNS (PHYSICIANS' OFFICES/CLINICS)
PA – PSYCHOLOGICAL ASSISTANTS
RP – REHABILITATION PRACTITIONERS
PHI – PUBLIC HEALTH INSPECTORS
CHR – COMMUNITY HEALTH REPRESENTATIVES
PHAR – PHARMACISTS

FIGURE 2

VACANCY RATE FOR ALL OCCUPATIONS SURVEYED 1979 – 1988



RESIGNATIONS

Resignations were also examined in relation to full-time equivalent positions. The number of resignations in the 12 months prior to March 31, 1988 increased from 6,919 in 1987 to 8,209 in 1988 (or 1,290 positions). Nearly all of this increase can be attributed to the inclusion of day care personnel in the 1988 survey. There were 1,231 full-time equivalent resignations reported from day care centres. The turnover rate[1] for all occupations surveyed this year was 13.2 percent. However, if day care personnel were excluded, the overall turnover rate would be 12.2 percent which is comparable to last year's rate of 12.1 percent.

One other notable change in data for resignations was in the social worker category. In this occupational group, full-time equivalent resignations rose from 180 in 1987 to 274 in 1988 increasing the rate from 7.5 percent to 10.9 percent in 1988.

Table 5 and Figure 3 show the 10 occupations (or occupational group in the case of child care workers) with 50 or more full-time equivalent positions which had the highest turnover rates in Alberta, and the turnover rate for all occupations surveyed. Figure 4 shows the overall turnover rates since the survey began in 1979.

TABLE 5

Health Care and Social Service Occupations
with the Highest Turnover Rates in Alberta, March 31, 1988

Occupation	Established Positions (in FTEs)[2]	Resignations (in FTEs)[2]	Turnover Rate (%)
Child Care Workers (in day care)	4,578	1,178	25.7%
Personal Care Attendants	98	24	24.5%
Physical Therapists	795	163	20.5%
Child & Youth Care Workers (excluding day care)	1,515	309	20.4%
Rehabilitation Practitioners	1,246	251	20.1%
Recreational Therapists	251	50	19.8%
Occupational Therapists	338	67	19.8%
Dental Assts. (trained on-the-job)	495	93	18.8%
Registered Nurses - Critical Care, Intensive Care	967	166	17.1%
Dietitians	219	37	17.1%
All Occupations Surveyed	62,364	8,209	13.2%

[2]Established positions and resignations appear as rounded figures.

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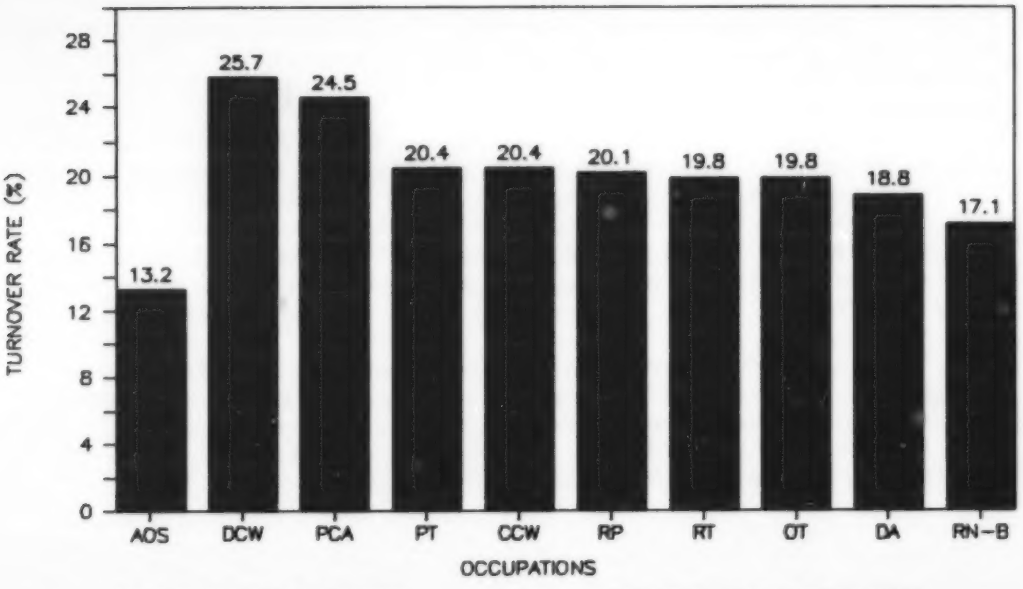
[1]The term turnover rate is defined in Appendix A, p. 30.

FIGURE 3

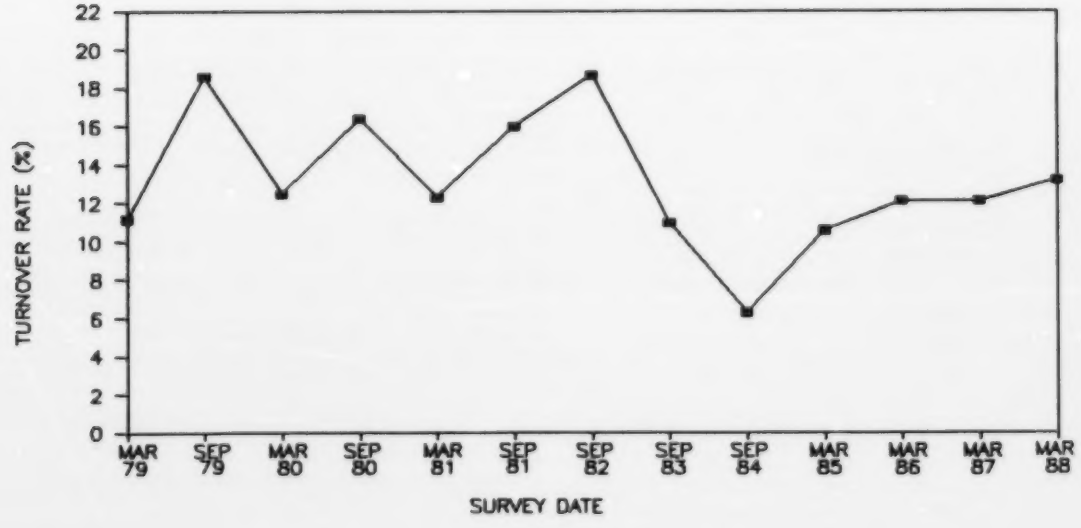
OCCUPATIONS WITH THE HIGHEST TURNOVER RATES, ALBERTA, MARCH 31, 1988



AOS – ALL OCCUPATIONS SURVEYED
DCW – DAY CARE CHILD CARE WORKERS
PCA – PERSONNAL CARE ATTENDANTS
PT – PHYSICAL THERAPISTS
CCW – CHILD CARE WORKERS
RP – REHABILITATION PRACTITIONERS
RT – RECREATIONAL THERAPISTS
OT – OCCUPATIONAL THERAPISTS
DA – DENTAL ASST'S. (NO FORMAL TRAINING)
RN-B – RNS (CCU, ICU AND BURN UNIT)

FIGURE 4

TURNOVER RATE FOR ALL OCCUPATIONS SURVEYED 1979 – 1988



CONTRACT/CASUAL/TEMPORARY/RELIEF EMPLOYMENT

All employers except day care centres, ambulance operators, and post-secondary institutions were asked if they employed contract or casual personnel during the 12 months prior to the survey date. These employees were not part of the permanent staff but were hired on a temporary or relief basis. Individuals may have been employed directly by the reporting organization or by an outside agency. Those agencies which reported having employed contract/casual personnel were further asked to:

a) provide the number of contract/casual employees according to occupation;

b) report the total number of hours worked by these employees in each occupation for the preceding 12 months.

Of the 4,523 employers asked about contract/casual employment, 1,199 (27 percent) responded that they had employed contract/casual personnel, 1,775 (39 percent) replied that they had not employed these personnel, and 1,549 (34 percent) provided no response.

A much higher percentage of hospitals (active treatment, auxiliary, and psychiatric) reported having employed contract/casual personnel than any other type of health care/social service employer group. Seventy percent (141 of 202) of these institutions reported employing contract/-casual personnel. For nursing homes, 50 out of 88, or 57 percent, reported employing workers on a contract or casual basis. Of all other employers, 24 percent (1,058 out of 4,321) indicated they employed individuals on a contract/casual basis. Appendix B.1 on p. 31 is a summary of the responses by employer category.

A comparison was made between the number of individuals reported employed on a contract or casual basis and the number reported working on a permanent full-time or part-time basis. Table 6 presents the 10 occupations which had the highest ratio of reported contract/casual employees to permanent employees, both full- and part-time.

TABLE 6

Ratio of Contract/Casual/Temporary/Relief Personnel
to all Permanent Personnel, by Occupation,
Alberta, March 31, 1988

Occupation	Number of Contract/Casual Personnel (A)	Number of Permanent Personnel (B)	Ratio A:B
Nursing Assistants	1,085	3,998	1:3.7
Pharmacists	526	1,958	1:3.7
Institutional Aides	486	1,868	1:3.8
Registered Nurses	3,874	16,841	1:4.3
Other Nursing Staff	1,007	4,714	1:4.7
Child & Youth Care Workers[1]	367	1,721	1:4.7
Physical Therapists	199	944	1:4.7
Dietitians	57	271	1:4.8
Dental Hygienists	136	709	1:5.2
Homemakers/Homehelpers	276	1,555	1:5.6

[1]Excluding those employed in day care centres.

Employers were asked to report the total number of hours the contract/casual staff were employed during the 12 month period ending March 31, 1988. Data on hours worked was not always available. Where data was supplied, the average hours worked by individuals for each occupation was calculated. Appendix B.2 on page 33 is a summary of these findings.

Table 7 shows the occupations apart from administration or "other" categories which had a minimum of 10 casual employees who worked an average of 500 or more hours each for the 12 month period ending March 31, 1988.

TABLE 7

Occupations in which Casual Workers Worked
an Average of 500 or More Hours Each
between April 1, 1987 and March 31, 1988

Occupation	Number of Workers with Hours Reported	Average Hours Worked Per Person/Year
Community Health Representatives	23	1,438
Physical Therapy Aides	11	778
Social Workers, Degrees Other than S.W.	11	714
Rehabilitation Practitioners	29	638
Dietary Aide/Service Workers	213	631
Social Worker, (without training related to social work)	81	591
Dietitians	49	574
Nursing Assistants	509	529

DIFFICULTIES IN RECRUITING PERSONNEL

Employers were asked if they anticipated difficulties in recruiting personnel in the next year, and if so, what types of personnel would be difficult to recruit. In addition, they were asked to give reasons why they thought these recruitment difficulties would occur.

Fifteen percent of all the respondents answered they anticipated problems in recruiting employees, whereas 46 percent did not anticipate any recruitment problems, and 39 percent provided no response.

As a measure of recruitment difficulties the ratio of the number of times an occupation was stated to the number of agencies which employed personnel in that occupation was calculated. Using this measure, Table 8 lists the five occupations stated most frequently as difficult to recruit.

TABLE 8

Occupations Most Difficult to Recruit,
All Employers, March 31, 1988

Occupation	Number of Responses (A)	Number of Employers of Specified Occupations (B)	A:B (%)
Occupational Therapists	62	142	44%
Physical Therapists	130	339	38%
Pharmacists	238	765	31%
Dental Hygienists	131	456	29%
Emergency Medical Technicians - Ambulance	22	87	25%

A shortage of personnel was the most frequently cited reason for problems in recruiting occupational therapists (65 percent), physical therapists (55 percent), dental hygienists (47 percent), and pharmacists (45 percent). Two main reasons were given as the cause of recruitment difficulties for emergency medical attendants (ambulance): low salaries (24 percent), and "undesirable" locations (22 percent).

The foregoing is only an overview of the recruitment difficulties cited by all employers. It does not take into account the employer's size - that is, both a hospital employing over 1,000 health care personnel and a pharmacy or dentist's office employing about 5 individuals counted as one employer and were given equal consideration.

Since hospitals and nursing homes employed over 40 percent of all personnel reported in the survey, the responses from these institutions were examined more closely. Table 9 is a partial summary of these responses.

Of these employers, 48 percent expected recruitment problems, 24 percent did not anticipate recruitment difficulties, and 28 percent did not respond to the question. Over 70 percent of the acute care hospitals with 100 beds or more stated they anticipate recruitment difficulties. According to the survey, these larger acute care hospitals employ over 16,000 permanent personnel.

The occupations for which hospitals and nursing homes anticipate the greatest recruitment difficulties are nursing, physical therapy, occupational therapy and pharmacy.

On average, nurses were mentioned as being difficult to recruit by 22 percent of hospitals and nursing homes. It is worthwhile to note that 13,093 nurses or 78 percent of all reported permanently employed nurses worked in these institutions. Acute care hospitals with over 100 beds, in particular, stated nurses as an occupation for which recruitment difficulties are expected. Referring to specific types of nurses, 33 percent of the active treatment hospitals with over 300 beds and 29 percent of hospitals with 100 - 299 beds reported recruitment difficulties for critical or intensive care nurses.

Of the other occupations noted, physical therapists were reported by about two-thirds of the active treatment hospitals having 100 beds or more. Forty-four percent of the active treatment hospitals with 300 beds of more reported difficulties in recruiting pharmacists. Forty-three percent of acute care hospitals in the 100 - 299 bed category reported difficulties recruiting occupational therapists.

TABLE 9

Predominant Recruitment Difficulties
for Selected Employers, by Occupation

Employer Group	Expect Difficulties (%)	No Difficulties (%)	No Response (%)	Percentage of Selected Employers Who Stated Occupation Presents Recruitment Difficulties (%)			
				RN	PT	OT	PH
Auxiliary Hospitals (n=72)	31	25	44	17	19	13	3
Acute Care Hospitals:							
0 - 25 Beds(n=29)	38	45	17	17	7	7	7
26 - 49 Beds(n=47)	34	40	26	15	15	4	6
50 - 99 Beds(n=29)	45	28	28	38	24	14	14
100 - 299 Beds(n=14)	71	14	14	57	64	43	36
Over 300 Beds(n= 9)	78	0	22	44	67	33	44
Nursing Homes (n=88)	41	18	41	19	22	25	1

RN - Registered Nurses; PT - Physical Therapists;
OT - Occupational Therapists; PH - Pharmacists.

FURTHER INFORMATION

This report only summarizes the highlights of the survey. Individuals or organizations may request additional information specific to their needs. Data on individual employers may only be released to the reporting employer but aggregate data may be obtained on request. For further information, please contact:

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EDMONTON, Alberta
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APPENDIX A

EMPLOYMENT DATA SUMMARY

Occupations	Full-time Personnel[1]	Part-time Personnel[2]	Total	FTE Positions[3]	Vacant[4] Positions	Vacancy[5] Rate	Resig-nations[6]	Turnover Rate[7]
ALL HEALTH AND SOCIAL SERVICE PERSONNEL SURVEYED* **	51,510	24,820	76,330	62,364	1,999	3.2%	8,209	13.2%
AMBULANCE PERSONNEL								
PAID (ALL)	911	521	1,432	1,137	55	4.8%	125	11.0%
Standard St. John Ambulance Certificate	121	134	255	170	5	2.7%	10	5.9%
Advanced St. John Ambulance Certificate	21	16	37	26	0	0.0%	0	0.0%
Emergency Medical Techicians - Ambulance	480	223	703	584	30	5.1%	65	11.1%
Emergency Medical Technicians - Paramedic	279	65	344	313	13	4.0%	37	11.9%
Other Ambulance Personnel	10	83	93	44	7	15.0%	13	28.6%
VOLUNTEER (ALL)	0	603	603	213	12	5.6%	20	9.4%
Standard St. John Ambulance Certificate	0	384	384	136	8	5.6%	8	5.9%
Advanced St. John Abulance Certificate	0	19	19	6	0	0.0%	1	21.0%
Emergency Medical Technicians - Ambulance	0	99	99	37	4	11.6%	6	15.1%
Emergency Medical Technicians - Paramedic	0	3	3	1	0	0.0%	0	0.0%
Other Ambulance Personnel	0	98	98	33	0	0.0%	5	15.2%

(CONTINUED)

APPENDIX A

EMPLOYMENT DATA SUMMARY

	Full-time Personnel	Part-time Personnel	Total	FTE Positions	Vacant Positions	Vacancy Rate	Resig-nations	Turnover Rate
CHILD/YOUTH CARE PERSONNEL								
CHILD/YOUTH CARE WORKERS (ALL) (excluding Day Care)	1,323	398	1,721	1,515	60	3.9%	309	20.4%
Hospital Child Care Counsellors/Workers	19	2	21	20	0	0.0%	0	0.0%
Baccalaureate in Child Care	42	4	46	45	2	4.4%	4	8.8%
Related Baccalaureate or Masters	370	57	427	400	11	2.7%	85	21.2%
Diploma in Child Care/Youth Development	252	71	323	290	14	4.8%	63	21.9%
Child and Youth Care Workers (Related Diploma)	220	39	259	241	8	3.4%	59	24.4%
Child and Youth Care Workers (Unrelated Diploma)	56	10	66	60	1	1.6%	8	13.2%
Child and Youth Care Workers (Other)	282	173	455	358	19	5.2%	60	16.6%
Houseparents	82	42	124	101	5	4.6%	30	29.8%
CHILD CARE WORKERS (Day Care) (ALL)	4,693	1,083	5,776	5,215	161	3.1%	1,231	23.6%
Director/Executive Director	619	39	658	637	5	0.8%	53	8.3%
Child Care Workers	4,074	1,044	5,118	4,578	156	3.4%	1,178	25.7%

(CONTINUED)

APPENDIX A

EMPLOYMENT DATA SUMMARY

	Full-time Personnel	Part-time Personnel	Total	FTE Positions	Vacant Positions	Vacancy Rate	Resig-nations	Turnover Rate
CORRECTIONAL PERSONNEL								
Probation and Parole Officers	426	9	435	449	20	4.5%	16	3.6%
Correctional Officers/Security Guards	1,272	50	1,322	1,337	48	3.6%	129	9.7%
DENTAL PERSONNEL								
DENTAL ASSISTANTS (ALL)	1,710	380	2,090	1,894	57	3.0%	314	16.6%
On-the-job-trained	443	140	583	495	5	1.1%	93	18.8%
Certified with intra-oral training	1,125	213	1,338	1,241	45	3.6%	199	16.1%
Certified without intra-oral training	142	27	169	158	7	4.4%	21	13.5%
Dental Hygienists	356	353	709	534	60	11.3%	86	16.0%
DENTAL TECHNICIANS (ALL)	458	54	512	502	26	5.2%	45	8.9%
Certified	150	18	168	165	9	5.4%	5	3.0%
Non-certified	308	36	344	337	17	5.0%	40	11.8%
DENTURISTS (ALL)	239	13	252	253	10	3.9%	12	4.7%
Certified	189	9	198	200	8	4.0%	10	5.0%
Non-certified	50	4	54	53	2	3.7%	2	3.7%

(CONTINUED)

APPENDIX A

EMPLOYMENT DATA SUMMARY

	Full-time Personnel	Part-time Personnel	Total	FTE Positions	Vacant Positions	Vacancy Rate	Resig-nations	Turnover Rate
DIETARY PERSONNEL								
Dietitians	175	96	271	219	12	5.3%	37	17.1%
Nutritionists	24	7	31	27	1	3.6%	1	3.6%
Dietary Technologists	198	55	253	220	4	1.7%	37	16.7%
Dietary Aides/Service Workers	1,486	1,822	3,308	2,122	28	1.3%	291	13.7%
Other Dietary Personnel	238	144	382	288	2	0.7%	20	6.9%
EYE CARE PERSONNEL								
Ophthalmic Dispensers (ALL)	565	82	647	600	7	1.2%	53	8.9%
Ophthalmic Dispensers (Certified)	331	35	366	347	5	1.3%	22	6.4%
Ophthalmic Dispensers (Non-certified)	234	47	281	252	3	1.0%	31	12.3%
Ophthalmic Assistants	55	25	80	66	3	4.5%	6	9.0%
Optometric Assistants	149	85	234	182	4	2.4%	20	10.8%
Orthoptists	10	13	23	15	0	2.3%	0	0.0%
Other Eye Care Personnel	17	4	21	19	1	5.2%	2	8.6%

(CONTINUED)

APPENDIX A

EMPLOYMENT DATA SUMMARY

	Full-time Personnel	Part-time Personnel	Total	FTE Positions	Vacant Positions	Vacancy Rate	Resig-nations	Turnover Rate
HEALTH RECORDS PERSONNEL								
Health (Medical) Record Administrators/Librarians	108	27	135	118	1	0.8%	9	7.6%
Health (Medical) Record Technicians	241	106	347	280	3	1.2%	12	4.3%
Medical Dicta-Typists/transcriptionists	205	75	280	236	6	2.7%	32	13.5%
Other Health Care Records Personnel	37	19	56	44	0	0.8%	5	10.7%
HOME CARE PERSONNEL								
Homemakers	171	860	1,031	466	8	1.8%	68	14.6%
Homehelpers	131	393	524	267	5	1.7%	45	16.9%
Personnel Care Attendants	52	138	190	98	0	0.0%	24	24.5%
LABORATORY, X-RAY, DIAGNOSTIC AND THERAPEUTIC PERSONNEL								
Combined Laboratory and X-Ray Technicians	178	128	306	222	1	0.4%	17	7.8%
Medical Laboratory Scientists	46	3	49	47	0	0.0%	4	9.2%
Medical Laboratory Technologists	1,803	605	2,408	2,041	37	1.8%	194	9.5%
Medical Laboratory Assistants/Aides	511	229	740	605	18	2.9%	77	12.7%

(CONTINUED)

APPENDIX A

EMPLOYMENT DATA SUMMARY

	Full-time Personnel	Part-time Personnel	Total	FTE Positions	Vacant Positions	Vacancy Rate	Resig-nations	Turnover Rate
Electroencephalographic Technologists	25	13	38	30	0	1.1%	1	3.4%
Respiratory Technologists	250	67	317	279	7	2.4%	42	14.9%
Electrocardiographic (ECG & EKG) Tech	41	15	56	47	1	2.1%	4	9.2%
Dialysis Technicians	11	0	11	11	0	0.0%	0	0.0%
Orthopaedic Assistants/Technicians/ Technologists	14	2	16	15	0	0.0%	2	13.6%
Radiological (X-Ray) Technologists	542	335	877	657	3	0.5%	66	10.0%
Nuclear Medicine Technologists	66	7	73	69	1	1.4%	8	11.0%
Radiation Oncology Technologists	40	10	50	45	2	3.7%	4	8.1%
Ultrasound Technologists	94	16	110	104	5	4.8%	17	16.0%
Other Laboratory/X-Ray Personnel	59	18	77	66	1	1.5%	8	12.6%
NURSING PERSONNEL								
REGISTERED NURSES (ALL)	10,150	6,691	16,841	13,505	543	4.0%	1,760	13.0%
Intensive Care Unit	769	364	1,133	967	45	4.6%	166	17.1%
Operating Room	405	217	622	512	16	3.1%	66	12.8%
Recovery Room	67	68	135	98	3	2.9%	6	6.5%

(CONTINUED)

APPENDIX A

EMPLOYMENT DATA SUMMARY

	Full-time Personnel	Part-time Personnel	Total	FTE Positions	Vacant Positions	Vacancy Rate	Resig-nations	Turnover Rate
Intravenous Therapy	32	21	53	41	0	0.0%	10	24.5%
Medical/Surgical	2,336	1,495	3,831	3,112	148	4.8%	513	16.5%
Maternal/Child	276	251	527	390	8	2.1%	51	13.0%
Emergency Room	288	259	547	413	17	4.0%	62	14.9%
Psychiatric Wards	434	181	615	567	57	10.0%	80	14.1%
Pediatrics	299	149	448	384	22	5.7%	58	15.1%
Nursing Education	636	223	859	760	31	4.0%	69	9.1%
Occupational/Staff Health	279	114	393	327	0	0.1%	1	0.3%
Labor Delivery/Recovery Suite	209	126	335	277	15	5.5%	37	13.4%
Short Stay Unit	75	47	122	98	3	3.5%	10	10.1%
Long Term Care/Rehabilitation	792	1,058	1,850	1,271	35	2.7%	193	15.2%
Out-Patient Services	137	105	242	193	12	6.2%	18	9.1%
General Duty	542	621	1,163	829	26	3.1%	112	13.5%
Administration	1,365	200	1,565	1,488	39	2.6%	116	7.8%
Community/Public Health	564	189	753	664	21	3.1%	74	11.2%
Home Care	214	268	482	332	6	1.7%	21	6.3%

(CONTINUED)

APPENDIX A

EMPLOYMENT DATA SUMMARY

	Full-time Personnel	Part-time Personnel	Total	FTE Positions	Vacant Positions	Vacancy Rate	Resig-nations	Turnover Rate
Offices and Clinics	278	345	623	460	37	8.1%	58	12.7%
RN - Other	153	390	543	320	3	0.8%	38	12.0%
Graduate Nurses	100	46	146	116	0	0.3%	7	5.8%
Registered Psychiatric Nurses	550	123	673	620	29	4.6%	64	10.3%
Reg. Nursing Assistants/Orderlies	2,260	1,738	3,998	2,884	45	1.5%	290	10.1%
Operating Room Technicians	68	36	104	82	2	2.4%	6	7.3%
Other Nursing Staff	2,647	2,067	4,714	3,376	40	1.2%	479	14.2%
Mental Deficiency Nurses	80	2	82	82	1	1.2%	9	11.0%
OCCUPATIONAL HEALTH PERSONNEL								
Occupational Hygienists	69	21	90	76	0	0.0%	5	6.6%
Occupational Hygiene Technologists	37	76	113	62	0	0.0%	6	9.6%
PHARMACEUTICAL PERSONNEL								
Pharmacists	1,323	635	1,958	1,638	103	6.3%	186	11.3%
Pharmacy Assistants/Technicians	333	229	562	424	15	3.5%	57	13.3%
Other Pharmaceutical Personnel	30	4	34	35	4	11.3%	4	11.3%

(CONTINUED)

APPENDIX A

EMPLOYMENT DATA SUMMARY

	Full-time Personnel	Part-time Personnel	Total	FTE Positions	Vacant Positions	Vacancy Rate	Resig-nations	Turnover Rate
PSYCHOLOGICAL PERSONNEL								
Psychologists	579	278	857	689	17	2.5%	47	6.8%
Psychological Assistants	60	75	135	92	7	7.9%	8	9.0%
Other Psychological or Social Counsellors/Therapists	275	109	384	323	12	3.6%	21	6.6%
PUBLIC HEALTH PERSONNEL								
Public Health Inspectors	126	6	132	137	9	6.8%	9	6.5%
Community Health Rep./Workers	59	6	65	65	4	6.6%	4	6.6%
REHABILITATION THERAPY PERSONNEL								
Occupational Therapists	262	105	367	338	41	12.0%	67	19.8%
Occupational Therapy Assistants/Aides	73	24	97	84	3	3.9%	11	12.6%
Physical Therapists	619	325	944	795	68	8.5%	163	20.5%
Physical Therapy Assistants/Aides	258	79	337	288	3	1.1%	21	7.2%
Speech Pathologists/Therapists	235	70	305	270	11	4.2%	26	9.6%
Speech Pathology Assistants/Aides	15	23	38	23	0	0.0%	4	17.6%
Clinical Audiologists	20	7	27	25	2	9.4%	2	9.4%

(CONTINUED)

APPENDIX A

EMPLOYMENT DATA SUMMARY

	Full-time Personnel	Part-time Personnel	Total	FTE Positions	Vacant Positions	Vacancy Rate	Resig-nations	Turnover Rate
Audiometric Technicians	3	3	6	4	0	0.0%	1	16.7%
Recreational Therapists	229	49	278	251	5	2.1%	50	19.8%
Recreational Therapy Assistants/Aides	237	157	394	293	4	1.2%	49	16.7%
Prosthetists/Orthotists	28	0	28	29	1	3.4%	6	20.7%
Other Prosthetic & Orthotic Personnel	30	0	30	30	0	0.0%	5	16.7%
Rehabilitation Practitioners	1,061	289	1,350	1,246	88	7.1%	251	20.1%
Remedial Gymnasts	3	0	3	3	0	0.0%	0	0.0%
Institutional Aides	1,483	385	1,868	1,633	22	1.3%	186	11.4%
Other Rehabilitation Personnel	124	12	136	129	1	0.8%	8	6.2%
SOCIAL SERVICE PERSONNEL								
Social Service Aides	69	34	103	80	0	0.0%	9	11.6%
Alcoholism/Addiction Counsellors	260	27	287	272	3	1.1%	29	10.8%
Life Skills Coaches	83	11	94	90	4	4.0%	9	10.0%
Other Social Service Personnel	228	72	300	256	4	1.4%	28	10.9%

(CONTINUED)

APPENDIX A

EMPLOYMENT DATA SUMMARY

	Full-time Personnel	Part-time Personnel	Total	FTE Positions	Vacant Positions	Vacancy Rate	Resig-nations	Turnover Rate
SOCIAL WORK PERSONNEL								
SOCIAL WORKERS (ALL)	2,358	227	2,585	2,510	77	3.0%	274	10.9%
Master's of Social Work	413	50	463	455	26	5.6%	44	9.7%
Related Master's Degree	67	4	71	72	4	5.5%	6	8.3%
Bachelor's of Social Work	831	66	897	884	31	3.5%	122	13.8%
Unrelated Bachelor's or Master's Degree	416	43	459	435	5	1.1%	45	10.4%
Social Services Diploma	247	28	275	261	4	1.7%	23	8.9%
Social Workers Other	384	36	420	403	7	1.6%	33	8.1%
ADMINISTRATIVE AND MISCELLANEOUS HEALTH AND SOCIAL SERVICE PERSONNEL								
Administrative Support (Clerical)	4,886	1,740	6,626	5,605	139	2.5%	574	10.2%
Program Administrators	1,270	176	1,446	1,349	20	1.5%	83	6.2%

*Established positions, vacant positions and resignations appear as rounded figures. Due to rounding of figures, vacancy rates and turnover rates may appear where no vacant positions or resignations are shown.

**Please note that "other" occupations have been incorporated into appropriate groups in Appendix A (e.g. "other rehabilitation personnel are included with rehabilitation therapy occupations, etc.).

APPENDIX A
DEFINITIONS OF TERMS

1. **Full-time:** refers to 30 hours or more of work per week.

2. **Part-time:** refers to less than 30 hours of work per week.

   For all occupational groups other than registered nurses, three part-time positions were considered equal to one full-time equivalent position. For registered nurses, 2.38 part-time positions were converted to one full-time equivalent position. This conversion formula for registered nurses was based on findings obtained by the Alberta Hospital Association's Nursing Manpower Study conducted in 1980.

3. **Full-time equivalent positions:** The following formula is used to calculate full-time equivalent positions for all manpower groups except registered nurses:

   Full-time equivalent position=(full-time + 1/3 part-time) number of personnel employed + (full-time + 1/3 part-time) number of vacancies.

   For registered nurses, the same formula is used, except that 1/2.38 is the factor used for part-time personnel and part-time vacancies.

4. **Full-time equivalent vacant positions:** The following formula is used to calculate full-time equivalent vacant positions, except for registered nurses:

   Full-time equivalent vacant positions=(full-time + 1/3 part-time) number of vacancies.

   For registered nurses, the same formula is used except that 1/2.38 is the factor used for part-time vacancies.

5. **Vacancy Rate:** $= \frac{\text{number of full-time equivalent vacant positions}}{\text{number of full-time equivalent positions}}$

6. **Full-time equivalent resignations:** The following formula is used to calculate full-time equivalent resignations, except for registered nurses:

   Full-time equivalent resignations = (Full-time + 1/3 part-time) number of resignations.

   For registered nurses, the same formula is used except that 1/2.38 is the factor used for part-time resignations.

7. **Turnover rate:** $= \frac{\text{number of full-time equivalent resignations}}{\text{number of full-time equivalent positions}}$

APPENDIX B.1

FREQUENCY OF YES/NO ANSWERS TO QUESTIONS
ABOUT CASUAL EMPLOYMENT BY EMPLOYER CATEGORY

	Did you employ casual workers?						
	DID NOT ANSWER		NO		YES		
	FREQUENCY	%	FREQUENCY	%	FREQUENCY	%	TOTAL
HOSPITALS, PSYCHIATRIC	.	.	.	.	2	100.0%	2
HOSPITALS, 50-99 BEDS	2	6.8%	3	10.3%	24	82.7%	29
HOSPITALS, 26-49 BEDS	6	12.7%	6	12.7%	35	74.4%	47
HOSPITALS, 100-299 BEDS	3	21.4%	1	7.1%	10	71.4%	14
HOSPITALS, OVER 300 BEDS	2	22.2%	1	11.1%	6	66.6%	9
HOSPITALS, AUXILIARY	19	26.3%	6	8.3%	47	65.2%	72
HOSPITALS, 0-25 BEDS	5	17.2%	7	24.1%	17	58.6%	29
NURSING HOMES	26	29.5%	12	13.6%	50	56.8%	88
CHILD WELFARE GROUP HOMES	32	28.8%	28	25.2%	51	45.9%	111
PHYSIOTHERAPISTS-PRIVATE PRACTICE	17	12.2%	59	42.4%	63	45.3%	139
HEALTH & WELFARE CANADA	17	42.5%	6	15.0%	17	42.5%	40
HEALTH UNITS	74	54.8%	5	3.7%	56	41.4%	135
COMMUNITY PHARMACIES	88	13.4%	324	49.6%	241	36.9%	653
DEPT. OF SOCIAL SERVICES	55	55.0%	13	13.0%	32	32.0%	100
AADAC,FCSS,OTHER GOVERNMENT AGENCIES	81	54.0%	29	19.3%	40	26.6%	150

(CONTINUED)

APPENDIX B.1

FREQUENCY OF YES/NO ANSWERS TO QUESTIONS
ABOUT CASUAL EMPLOYMENT BY EMPLOYER CATEGORY

	Did you employ casual workers?						
	NO ANSWER		NO		YES		
	FREQUENCY	%	FREQUENCY	%	FREQUENCY	%	TOTAL
MEDICAL CLINICS	76	27.7%	128	46.7%	70	25.5%	274
MEDICAL LABORATORIES	73	44.2%	52	31.5%	40	24.2%	165
DENTISTS' OFFICES	187	21.5%	471	54.3%	209	24.1%	867
COMMUNITY AGENCIES	184	58.0%	62	19.5%	71	22.3%	317
CORRECTIONAL INSTITUTIONS	48	75.0%	3	4.6%	13	20.3%	64
DEPT. OF COMMUNITY AND OCCUPATIONAL HEALTH	46	63.0%	13	17.8%	14	19.1%	73
DENTAL LABORATORIES	26	32.5%	43	53.7%	11	13.7%	80
SPECIAL SCHOOLS & SCHOOL BOARDS	87	60.0%	35	24.1%	23	15.8%	145
OPHTHALMOLOGISTS' OFFICES	14	27.4%	31	60.7%	6	11.7%	51
DENTURE CLINICS	50	31.8%	95	60.5%	12	7.6%	157
PSYCHOLOGISTS IN PRIVATE PRACTICE	149	46.5%	148	46.2%	23	7.1%	320
OPHTHALMIC DISPENSERS	82	42.7%	102	53.1%	8	4.1%	192
OPTOMETRISTS' OFFICES	75	43.6%	90	52.3%	7	4.0%	172
OCCUPATIONAL HEALTH FIRMS, WORKERS COMPENSATION BOARD	25	89.2%	2	7.1%	1	3.5%	28
TOTALS	1549	34.2%	1775	39.2%	1199	26.5%	4523

APPENDIX B.2

CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		TOTAL WORKERS REPORTED	NO. OF WORKERS WITH HOURS REPORTED	AVERAGE HOURS WORKED PER PERSON PER YEAR
AMBULANCE PERSONNEL	Emergency Medical Technicians	6	1	28
	TOTAL	6	1	28
CHILD/YOUTH CARE PERSONNEL	Child Care, Child Care Degree	4	4	416
	Child Care, Related Degree	44	37	378
	Child Care, Child Care Diploma	18	18	360
	Child Care, Related Diploma	13	13	321
	Child Care, Unrelated Degree/Diploma	10	10	240
	Child Care, No Degree/Diploma	263	176	408
	Houseparents	15	13	301
	TOTAL	367	271	365
CORRECTIONAL PERSONNEL	Probation and Parole Officers	7	6	257
	Correctional Officers	11	11	341
	TOTAL	18	17	299
DENTAL PERSONNEL	Dental Assistant (Job Trained)	69	64	153
	Certified Dental Assistants (Intra-Oral)	110	105	118
	Certified Dental Assistants/Non-Intra-Oral	7	5	137
	Dental Hygienists	136	120	254

(CONTINUED)

APPENDIX B.2

CASUAL/CONTRACT/TEMPORARY/RELIFF PERSONNEL:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		TOTAL WORKERS REPORTED	NO. OF WORKERS WITH HOURS REPORTED	AVERAGE HOURS WORKED PER PERSON PER YEAR
DENTAL PERSONNEL	Dental Technicians (Certified)	6	4	200
	Dental Technicians (Non-Certified)	14	3	197
	Denturists (Certified)	3	3	697
	Denturists (Non-Certified)	6	6	193
	TOTAL	351	310	190
DIAGNOSTIC/THERAPEUTIC PERSONNEL	Combined Laboratory and X-Ray Technicians	10	9	180
	Medical Laboratory Technologists	31	30	282
	Medical Laboratory Assistants/Aides	15	15	143
	Electroencephalographic Technologists	3	3	119
	Respiratory Therapists	9	9	267
	Electrocardiographic Technologists	1	1	215
	Orthopaedic Technologists	2	2	182
	Radiographic Technologists	25	20	247
	Nuclear Medicine Technologists	3	3	570
	Diagnostic Medical Sonographer	3	3	317
	TOTAL	102	95	240

(CONTINUED)

APPENDIX B.2

CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL:
NUMBER EMPLOYED AND AVERAGE HOURS WORED BY OCCUPATION

		TOTAL WORKERS REPORTED	NO. OF WORKERS WITH HOURS REPORTED	AVERAGE HOURS WORKED PER PERSON PER YEAR
DIETARY PERSONNEL	Dietary Technologists	12	12	290
	Dietary Aides/Service Workers	297	213	631
	Dietitians	57	49	574
	Nutritionists	1	1	10
	TOTAL	367	275	581
EYE CARE PERSONNEL	Ophthalmic Dispensers (Certified)	1	.	.
	Ophthalmic Dispenser (Non-Certified)	4	4	409
	Optometric Assistants	1	.	.
	TOTAL	6	4	409
HEALTH RECORDS PERSONNEL	Health Record Administrators	1	1	179
	Health Record Technicians	2	2	404
	Medical Dicta-Typists/Transcriptionists	9	9	427
	TOTAL	12	12	388
NURSING PERSONNEL	Registered Nurses (All)	3874	2916	399
	Graduate Nurse	15	15	459
	Psychiatric Nurse	55	54	216

(CONTINUED)

APPENDIX B.2

CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		TOTAL WORKERS REPORTED	NO. OF WORKERS WITH HOURS REPORTED	AVERAGE HOURS WORKED PER PERSON PER YEAR
NURSING PERSONNEL	Registered Nursing Assistants	1085	509	529
	Operating Room Technicians	1	.	.
	Other Nursing Staff	1007	694	501
	TOTAL	6037	4188	442
PHARMACEUTICAL PERSONNEL	Pharmacists	526	458	407
	Pharmacy Assistants/Technicians	4	3	491
	TOTAL	530	461	408
PSYCHOLOGICAL PERSONNEL	Psychologists	66	56	249
	Psychological Assistants	1	1	62
	Other Counsellors/Therapists	55	44	414
	TOTAL	122	101	286
PUBLIC HEALTH PERSONNEL	Public Health Inspectors	2	2	988
	Community Health Representatives	23	23	1438
	TOTAL	25	25	1363
REHABILITATION THERAPY PERSONNEL	Occupational Therapists	55	40	421
	Occupational Therapy Assistants/Aides	11	11	220

(CONTINUED)

APPENDIX B.2

CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		TOTAL WORKERS REPORTED	NO. OF WORKERS WITH HOURS REPORTED	AVERAGE HOURS WORKED PER PERSON PER YEAR
REHABILITATION THERAPY PERSONNEL	Physical Therapists	199	160	287
	Physical Therapy Assistants/Aides	11	11	778
	Speech Pathologists/Therapists	35	28	353
	Speech Pathology Assistants/Aides	1	1	1,500
	Recreational Therapists	49	21	176
	Rehabilitation Practitioners	52	29	638
	Recreational Therapists	8	2	599
	TOTAL	421	303	356
SOCIAL SERVICE PERSONNEL	Social Workers, Master's Degree	3	3	120
	Social Workers, Other Degree	11	11	714
	Social Workers, Other	108	81	591
	Social Service Aides	5	5	723
	Alcoholism/Addiction Counsellors	23	23	462
	Homemakers	116	75	199
	Homehelpers	160	155	271

(CONTINUED)

APPENDIX B.2

CASUAL/CONTRACT/TEMPORARY/RELIEF PERSONNEL:
NUMBER EMPLOYED AND AVERAGE HOURS WORKED BY OCCUPATION

		TOTAL WORKERS REPORTED	NO. OF WORKERS WITH HOURS REPORTED	AVERAGE HOURS WORKED PER PERSON PER YEAR
SOCIAL SERVICE PERSONNEL	Life Skills Coaches	1	1	10
	Personal Care Attendants	43	40	385
	TOTAL	470	394	430
ADMINISTRATION	Support Staff/Hospital Supervisors	412	349	358
	Program Administrators	47	42	722
	TOTAL	459	391	390
OTHER HEALTH & SOCIAL SERVICE PERSONNEL	Other Health and Social Services	10	10	532
	Institutional Aides	486	486	437
	Other Dietary Personnel	5	4	1,059
	Other Lab, X-Ray Personnel	3	3	95
	Other Rehabilitation Personnel	8	.	.
	Other Health Records Personnel	10	10	224
	Other Pharmacy Personnel	2	2	350
	Other Social Service Personnel	312	214	520
	Other Eye Care Personnel	1	1	180
	TOTAL	840	730	480